



TERRY L. STEWART - DIRECTOR

June 2000

## ADC Helps in Battling Local Forest Fires

Arizona Department of Corrections' fire crews worked around the clock to control the fires that were threatening Arizona forests.

For the first two weeks of June, fire crews consisting of inmates, officers and sergeants fought "the Rattlesnake Fire" in Fort Grant, "the Wildcat Fire" in Douglas, and "the Pumpkin Fire" in Winslow. All three fires destroyed over 15,000 acres of national forest.

"It's the responsibility of our Department to preserve natural resources and provide security to taxpayers," said Arizona State Prison Complex - Safford Warden **Charles Goldsmith**

Arizona Department of Corrections crews assisted federal agencies in controlling the fire. They subdued the fires by smothering flames, dumping large loads of water on the blaze by helicopter, and separating potential fuel sources from the fire.

To work on the fires inmates had to receive proper training and certification. The crews were expected to pass a fitness test, a 32 hour fire and land course and be certified in CPR and first aid.

From May 1 to September 30, forest fires are most likely to occur. During this period, high temperatures and dry conditions cause trees, shrubs and vegetation to dry out.

All three fires were ignited by lightning, and spread due to the dry conditions.

As a result of the hard work and cooperative efforts of the Arizona Department of Corrections, United States Forest Service and other state agencies; the three fires have been controlled.



*An inmate fire crew member looks on as the smoke settles*

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### **Correction**

*Last month's edition of Directions included an insert copy of the 1999 Correctional Officer's Week Proclamation signed by Governor Hull. We apologize for the error in providing you last year's Proclamation. Enclosed in this issue is the 2000 Correctional Officer Week Proclamation.*

# DIRECTOR'S PERSPECTIVE

The Arizona Department of Corrections is spearheading the national drive to improve correctional staff safety.

For the past 20 years, departments and agency publications have failed to recognize staff safety. That is why we are taking an innovative approach toward identifying and addressing issues that compromise the safety of today's correctional employees. Our efforts will focus on issues such as facility design, operational policies, equipment, training, and emergency preparedness.

Several programs are underway to bring the ADC to the forefront of the movement for correctional staff safety. As chairman of two separate staff safety committees within the American Correctional Association and Association of State Correctional Administrators, I am closely working with other state correctional officials in an effort to establish universal methodologies of safety procedures and facility design.

Editor of *Corrections Mangers' Report* Gary DeLand, the former executive director of prisons in Utah and a frequent consultant on jail and prison construction and policies, has been a valuable resource to the Department. Mr. DeLand recently contributed an outstanding article titled "Staff Safety: A Top Priority in Correction's Management" which is available for review on the ADC website ([www.adc.state.az.us:81](http://www.adc.state.az.us:81)). I encourage each of you to take the time to read this

important selection.

In response to the tragic murder of Officer Brent Lumley at ASPC-Perryville in March 1997, a Total Quality Management (TQM) Task Force was established to identify security impediments and report findings and recommendations for improvement. The Task Force was comprised of numerous line staff officers and supervisors who possessed hands-on knowledge of daily operations. To their credit, this approach proved to be very successful and resulted in various facility design and operational policy changes at the Perryville Complex. Two of the most noticeable changes were the retrofitting of the officer stations to include the incorporation of escape hatches and the implementation of controlled inmate movement. These improvements have been incorporated into the designs of new facilities and are currently being retrofitted into existing institutions. However, the mission to make Arizona the national innovator of improving correctional policies, procedures, and facility designs has not stopped there.

In April of this year, I appointed Correctional Officer II **Daniel Pugh** to the position of Safety Liaison Officer and assigned him to my office. In addition to assisting me with my national staff safety efforts, Officer Pugh's duties will include a program for this Department that takes a deliberative analytical approach to collecting and assessing concerns submitted by line staff personnel. If you have any questions, concerns, or recommendations regarding staff safety

by Terry L. Stewart

that you would like brought to my attention, you can directly contact Officer Pugh in writing at ADC Central Office, 1601 W. Jefferson Street Mail Code 441, Phoenix, AZ 85007. He may also be contacted via phone at (602)364-0255 or by e-mail at [dpugh@adc.state.az.us](mailto:dpugh@adc.state.az.us). If requested, matters will be handled in a strictly confidential manner.

Ensuring the safety of correctional staff is the responsibility of the administration, line staff, and everyone in between. Administrators must identify legal and professional approaches to safeguarding all aspects of security within the institution. Line supervisors are responsible for enforcing compliance with established safeguards by their subordinates as well as a requirement to demonstrate personal acquiescence so they may lead by example. Line staff must actively participate in safety strategies at all times. Any lapse in security at any time could present an opportunist with the enticement to escalate the inherent danger of any situation. Safety methodology is a process that begins with initial training and must diligently continue throughout a staff member's career. Because I believe staff to be my most important resource, I am dedicated to a progressive and proactive staff safety program.



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Terry L. Stewart, Director  
Michael A. Arra,  
Public Affairs Administrator  
Camilla Strongin,  
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Virginia Strankman,  
Publications Editor  
Media & Public Relations Office,  
1601 W. Jefferson  
Mail Code 441,  
Phoenix, AZ 85007  
Phone (602) 542-3133

# Death Row Inmates Work in Vegetable Garden



*Inmates working at the SMUII Vegetable Garden*

The ground has been tilled and the seeds planted. In the near future, fresh melons, hybrid melons, cucumbers and squash will be sprouting at Arizona State Prison Complex-Eyman Special Management Unit II.

On March 1, the Arizona Department of Corrections decided to begin growing a vegetable garden giving death row inmates the opportunity to work. The inmates are required to perform hard labor for a minimum of six hours a week earning 10 cents an hour.

“The vegetable garden is beneficial for all parties involved. It’s good for the inmates because it gives them an opportunity to exercise and get some fresh air; it benefits staff because it cuts down on the time inmates have to plot and devise schemes to injure

corrections officers and disrupt daily prison operations,” said SMU II Deputy Warden **David Cluff**.

Five days a week, crews of 10 inmates work the garden. The crews alternate each day with no group working two consecutive days.

Inmate crews have been carefully selected to diminish any types of disturbances that may occur. Inmates who have testified against one another, and groups who are not well liked among other death row inmates, such as child molesters, are separated. Those who are considered to be too great of an escape risk don’t go out. To reduce the opportunity for a pre-planned escape attempt, inmates are given their assignments the morning they are set to work.

Each member of the crew is shackled by soft leather restraints that cannot be cut. They are not shackled together and are required to maintain a distance of five yards between one another to prevent them from fighting. Inmates have been instructed that if they engage in any physical contact with each other or staff, they will be warned once before force is used. Lethal force is an option under these circumstances.

To accommodate the vegetable garden, security has been enhanced around the entire perimeter and sally port of SMU II. A team made up of four corrections officers and one sergeant supervise the inmates.

“This program is mandatory for death row inmates, if they refuse to work they are taken outside and placed in a holding cell, given water and sun screen for the duration of the work period,” said Cluff.

Due to the strenuous nature of the work, inmates are given additional showers and their caloric intake is increased on work days. In the past, death row inmates were given a reduced-calorie diet to account for their inactivity.

All the produce grown in the garden will be sold back to Canteen Corporation, the primary food contractor for Arizona State Prison Complexes.

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## ASPC-Eyman Makes the Grade *by Regional Operations Director George Herman*

Years ago, the Arizona Department of Corrections instituted an inspections program for the purpose of holding the institutions responsible for policy compliance through annual entity audits. Undoubtedly, this has been a growing process for both the institutions and the inspection teams, with the process becoming more defined throughout the years.

This year, one institution stands out from all others with an incredible performance compliance rating. ASPC-Eyman achieved an over all rating of 99.2 percent, which is the highest rating of any performance audit in the history of the inspection program within Prison Operations. This rating reflects an approximate 2 percent increase over the previous year’s rating of 97.4 percent.

Director **Terry L. Stewart** and Deputy Director **Charles Ryan** express their sincere appreciation to Warden **Bennie Rollins** and all of ASPC-Eyman for their commitment to excellence and for the teamwork it took to achieve such a high level of compliance. ASPC-Eyman has certainly set the standard for all of Prison Operations.

# ADC Canines Are Top Dogs!

The Department's dogs gang up on the competition.

Arizona Department of Corrections dogs muster a strong performance at the Third Annual Phoenix Police Canine Trials at Thunderbird High School in Phoenix.

"Instead of multiple ADC teams entering the Phoenix Canine Trials, Arizona Department of Corrections entered as two regional teams based on complex locations. The Northern Region again produced trophies. We may have started some friendly competition between our regions," said Service Dog Program Administrator **Ralph Pendergast**.

ADC won the following awards and trophies:



*Left to Right: Ron Chisholm, Rebecca Infante and Richard Parmar proudly holding the Phoenix Police Department Team Trophy.*

**Narcotic Detection:**  
1<sup>st</sup> place, Officer **Ron Chisholm**, ASPC Winslow; 8<sup>th</sup> place, Officer **Richard Parmar**, ASPC Eyman; 14<sup>th</sup> place, **Rebecca Infante**, ASPC Phoenix; and 15<sup>th</sup> place, **John Hedges**, ASPC Safford  
**Top Agency Narcotics:**

2<sup>nd</sup> place Az. Department of Corrections (Northern Region)

**Tactical Movement**

**Competition:**

7<sup>th</sup> place, Officer Richard Parmar, ASPC Eyman

**Handler Protection:**

3<sup>rd</sup> place, officer Richard Parmar, ASPC Eyman

**Sportsmanship Trophy**

Officer Richard Parmar, ASPC Eyman

The Service Dog Team event is organized by the Phoenix Police Canine Unit and tests dogs ability in building searches, handler protection, tactical obedience, area search and agility and narcotic detection.

Approximately 60 teams from California and Arizona participated in the event.

## Employee Awards are Being Revamped

To better acknowledge the achievements of staff, the Arizona Department of Corrections has assigned a Total Quality Management committee to revamp the current distribution system of employee awards.

Within the next 60-90 days the Total Quality Management committee will be releasing a survey asking Arizona Department of Corrections employees what they feel is necessary regarding the current eligibility and process of Department Order Staff Awards.

"Our survey is currently in its test phase, shortly the committee will be distributing the surveys to a percentage of the work force to determine if it's format is user friendly. We want to

make certain that the survey is easy to understand and provides useful feedback to allow us to make any adjustments," said Executive Staff Assistant **Julie Lowry**.

The survey will be given to a designated percentage of Department of Corrections' supervisors and non-supervisors. The purpose of the survey is to determine what an equitable representation of Department of Corrections' employees want and expect from the awards ceremony.

The restructuring of the Employee Awards Ceremony is a product of the collaborative efforts of Director **Terry L. Stewart** and Deputy Director **Charles Ryan**.

## History Channel

Tune into the History Channel this Fall and learn about the death penalty procedures of the Arizona Department of Corrections.

On May, 31 2000, a crew from Actuality Productions, a video production company, visited ASPC-Florence and interviewed Warden **Mel Thomas** and Deputy Warden **Ernest Trujillo** about the State of Arizona's death penalty operations. Currently, the ADC performs executions by lethal injections or gas.

The broadcast they are producing will be for History Channel's Modern Marvel Program. It's the second time this year that the Arizona Department of Corrections has been featured on the Modern Marvel Program. The production is scheduled to air in November.



# The New “Entertainment Ban”

by Secretary of State Betsey Bayless

State officers and state employees have some new rules to follow when it comes to accepting free tickets to sports and cultural events. The Legislature enacted an “Entertainment Ban” on ALL state officers and employees in HB 2554 during the Second Regular Session.

What is the “Entertainment Ban”?

After December 31, 2000, the acceptance of an expenditure for entertainment from a lobbyist will be against the law.

“‘Entertainment’ means the amount of any expenditure paid or incurred for admission to any sporting or cultural event or for participation in any sporting or cultural activity.”

Sporting or cultural events or activities are not defined in the law. Obviously, admission to a baseball, football, basketball or hockey game, or the ballet theater would be included in the list of activities. The list could also include tickets to the rodeo or circus.

To be on the safe side, everyone working for the state should be cautious about accepting free admission to any event from a lobbyist or a business or entity that employs a lobbyist. In other words, if there’s an admission price to an event, it may be considered a cultural or sporting event under the new law. When in doubt, check with your supervisor or just say no.

## Exceptions

There are two exceptions to this broad ban.

The first exception is entertainment that is “incidental to” a speaking engagement. State officers or employees may attend a sporting or cultural event if they are participating as a speaker or panel participant by presenting information relating to their official duties or by performing a ceremonial function “appropriate to” their official position.

The second exception is for “special events.” These are events for legislators, including parties, dinners, athletic events

entertainment and other functions, to which *all* members of the legislature, either house of the legislature or any committee of the legislature are invited.

The “special event” exception also includes special events held in conjunction with state, national or regional meetings of an organization or association concerned or dealing with legislative or other governmental activities as long as *all* state officers or state employees in attendance at the event are invited.

## Registered Lobbyists

How can you confirm that someone is a lobbyist or employs a lobbyist? Lobbyists and their employers are required to file with the Secretary of State’s Office. You may look them up on the Secretary of State’s Website, [www.sosaz.com](http://www.sosaz.com), by clicking on the lobbyist bar and then using the “lobbyist search engine.” You are also welcome to call the Secretary of State’s Office at 602-542-8683 or toll-free inside Arizona at 1-877-843-8683.

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## ASPC-Tucson is a Good Neighbor to City of Tucson



Warden Glen Parin

Arizona State Prison Complex -Tucson Warden **Glen Parin** and Correctional Officer II **Richard Santiago** were nominated for the 2000 Annual Good Neighbor Award by the City of Tucson, Tucson HUD Office and Pima County.

“Parin and Santiago’s contributions to

the City of Tucson and Pima County have helped to make a positive difference in the civic and public life of our neighborhoods and community,” said Renee K. Sowards, a member of the good neighbors committee.

Warden Parin was nominated in the category of Organizational Awards. Since 1997, the inmates have volunteered to paint over graffiti all over the city. They have gleaned food for the food bank and cleaned freeways. With the support of the prison system, the inmates are trying to demonstrate traits of good neighbors.

Officer Santiago was nominated in the category of Family Awards. He helped found the Rancho Reyes Neighborhood Association and helped organize two successful “National Night Outs, encouraging people to be active in reducing crimes in their neighborhoods.



COII Richard Santiago

From August to September, Parin and Santiago will enroll in a community development education course, a one credit course designed to enhance leadership skills, at the Public Safety and Emergency Services Institute of Pima Community College.

# ADC Pay Cycle Transition

If you haven't already heard, the State of Arizona is moving to one pay cycle for all employees. Currently, there are two pay cycles (A & B) that are paid alternately. ADC is currently on cycle A. ADC will be transitioning to the B cycle which means that the dates when you are paid are going to change.

The transition will occur in June. You

will receive your regularly scheduled paycheck on June 23<sup>rd</sup>. To make the transition, you will receive a one-week paycheck on June 30<sup>th</sup>. The transition is completed when you receive your next two-week paycheck on July 14<sup>th</sup>. Please note that the one-week transitional paycheck is not a bonus. Deductions for this check will include Retirement, Federal

and State taxes, ASRS Long-Term Disability, Creditor garnishments, levies and Student loans. It is income that normally would have been paid to you on July 6<sup>th</sup>. Please plan ahead to accommodate for this change.

If you have any questions regarding this process, please telephone or visit our local personnel office.

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## The Certified Public Manager Program (CPM) for ADC Personnel

*Eleanor French, Ph.D. Higher Education Program Administrator (HEPA)*

Many of you have asked about the Certified Public Manager Program (CPM), so, I thought it would be useful to interview one of the folks who puts it together each year. Sally Manatt is the Program Coordinator for the CPM at Arizona State University's (ASU) Advanced Public Executive Program (APEP) and is more than qualified to answer all of our questions.

**El:** What is the CPM, Sally?

**Sally:** It is primarily a career development program for public sector supervisors and managers. We sometimes refer to it as a 'Practical Master's Program.' But, the Master's part shouldn't scare anyone off. The program is based in theory but it is housed in workplace applications.

**El:** Tell us, why ADC personnel should be interested in your program?

**Sally:** A large number of ADC personnel (99 graduates, as of now) have already benefitted from the program in many ways. The CPM is nationally recognized for its high level of quality.

**El:** What prerequisites are required for the CPM Program?

**Sally:** There are four different ways a person can qualify for the Program

1. Complete the Professional Development Program (PDP) I, plus one of the following within the last five years: PDP II, or the Sergeant's Academy, or the Lieutenants/Captain's Academy or 14 hours of specialized ADC Training including EEO, risk management, ADA, sexual harassment and ethics.

2. Through advanced entry: have at

least two years of college and two years of supervisory/management experience plus four or more semester hours, that is, 60 contact hours of management education (undergrad, grad or training).

3. Have attended the Department of Administration's five-day Leadership Development Program, mandated for all state employees plus five additional CPM qualifying days.

4. Attend Cochise College's courses PAD/MGT 101, 102 and 103 - for those in the Douglas area.

**El:** Where are classes held?

**Sally:** For Phoenix students, classes are held at the ASU Downtown Center, 502 East Monroe. In Tucson, class locations are to be announced. Douglas classes are at Cochise College, Sierra Vista Campus.

**El:** Are courses graded?

**Sally:** All courses are Pass/Fail. You must pass each of the four courses with 80 percent or better for a Pass. Missed classes can be made-up. Each student completes a project in three of the four courses. Projects require students to apply classroom learning to workplace situations which benefit the student and the organization. No one may progress to the next course without first passing the previous one.

**El:** When are the CPM courses held?

**Sally:** The next Phoenix class begins in the Fall of 2000. All courses are attended in sequence. The first course is **Management in Public Organizations** and begins on Sept 28 and continues, Sept 29, October 12, 13, 26, 27, November 9, 10, 30 and December

2. The next Tucson class begins in Spring 2001. The Cochise College Program is offered regularly. Call for start dates.

The three other courses are: **A Systems Approach to Public Management, Case Studies in Decision Management, and, Ethics and Management Simulation.** For those of you who graduated the program some time ago, these course names have replaced the Level numbers.

**El:** How do I sign up for CPM?

**Sally:** The Staff Development and Training Office are distributing brochures statewide.

Qualified applicants should submit requests through their chain of command. Approved applications should be sent to my office, HEPA M/C 801.

There is now an opportunity for CPM participants to obtain graduate or upper-division undergraduate credit for their work in the CPM program. For further information, call Sally Manatt at (480) 727-5117. I also understand that the other Arizona state universities may negotiate some credit for CPM, as well as the private schools such as Grand Canyon University and the proprietary schools including University of Phoenix, Western International and Ottawa.

If you have additional questions call (602) 542-2101, or Sally Manatt at ASU, (480) 727-5117 or for the Cochise College Program Margaret Lenning or Emily Fairbank, (520) 515-5446.

# What I thought and What I learned

*by Vincent Funari, Media & Public Relations Intern*

“Vincent, you really should sign up for an internship. Employers want to see a combination of work and academic experience. Nobody wants to hire an egghead, you need some practical knowledge. There is an opening at the Arizona Department of Corrections, I think it would be a good fit for you,” said Arizona State University Public Relations Professor Renea Nichols.

“The Department of Corrections! No thank you! Why would I want to work in a prison?” I said.

“Vincent you’d be working at Central Office and be exposed to only low-level custody inmates serving sentences for non-violent crimes,” said Nichols.

After persistent persuasion by Professor Nichols, I reluctantly gave in and decided to apply for the internship.

Like most students in my department, I was unaware of the procedures, practices and happenings in the Arizona Department of Corrections. What’s corrections like? Will it be dangerous? And why would they need a public relations department? Many students declined the internship based on the reputation of corrections and the lack of information provided to them from the internship coordinators.

The lack of knowledge on the subject of corrections is evident among students in the Walter Cronkite School of Journalism and Telecommunication. The students I’ve encountered couldn’t distinguish between a jail or prison, nor do they know the method of execution in the state of Arizona. It’s scary to think that future journalists, broadcasters and public relations practitioners know so little about their state prison system.

One of my public relations professors, who coincidentally is the co-coordinator of the internship program, is unaware of the operations at the Arizona Department of Corrections. On numerous occasions I discussed my internship in her class. I explained who I worked for, where I worked

and what I do, yet each time I mentioned my internship, she would say, “Tell Sheriff Joe I said hello.”

Why is this? It’s, because Maricopa County Sheriff Joe Arpaio generates a great deal of media coverage. The amount of exposure Sheriff Joe receives on television, radio and in newspapers has created a scenario where the people of Arizona assume he is the top law enforcement official in all of Arizona.

It’s surprising that my professor, a highly intelligent individual, earned her doctorate in communications, worked as an editor at one of the best newspapers in the country and teaches journalism at a highly-ranked mass communications school, would be persuaded by pack-journalism tactics.

Pack-journalism is the practice where many members of the media cover the same story at the same time. For example, the O.J. Simpson trial was the top story in newspapers and news broadcasts for months. As a result, it created the misperception that nothing else was going on in the world at the time. Last year, a similar scenario was created by the Columbine High School tragedy. By the media constantly focusing on this event, parents nationwide started to believe that similar incidents were occurring in every school across the country.

My only prior knowledge of prison was from what I read in newspapers or saw on television. Unfortunately, for most of the general public (including the media) the same is true. Not working in corrections, never having been convicted of a crime or having had a friend or relative in prison, would provide no understanding on how corrections operates.

My experiences at Central Office and the Florence Prison tour accustomed me to the basics of a state prison system. Witnessing Florence Central Unit, the death house and the super maximum security units at the Eyman Complex was to date my most exciting educational

experience.

The tour answered some of the questions I had about corrections. I now have a better understanding as to why public relations is a needed service in a state prison system.

A prison system is like a “powder keg,” the smallest incident has the potential of turning into a “full blown” crisis. Media and public relations must be on hand and prepared to make certain misinformation doesn’t spread.

The duty of the Media and Public Relations Office is not limited to solely crisis management. Public Information officers and staff provide a valuable service in attempting to educate the public about the state prison system by offering media prison tours, appearances and plenty of information upon request.

Much of the information provided by public information officers goes unnoticed. The media tend to focus on those stories that generate readers’ interest. They are interested in selling newspapers, and marketing news to peoples’ wants, rather than giving people information they need to make important decisions. How is it possible to make an educated decision about corrections or learn about prison operations given only controversial or negative stories?

Unfortunately, the media is painting a distorted image, people need to seek out information on their own. For instance, how can the death penalty be supported without witnessing an execution or knowing the conditions and operations of a prison system?

The public needs to educate themselves on the Arizona Department of Corrections. My internship has been rewarding in that I’ve learned some valuable public relations skills and have gained knowledge about corrections. If I had followed my preconceived notions of corrections, I would have missed out on a rewarding internship opportunity.

# Reaching New Heights



*Shaka Okougbo*

Hats off to Arizona Department of Corrections' employees **Edward Mendoza**, **Vanessa English** and **Shaka Okougbo** for recently earning degrees.

Arizona State Prison Complex-Globe Correctional Officer III Edward Mendoza earned a Bachelor's Degree in Education from Arizona State University. Mendoza has worked for the Arizona Department of Corrections for 22 years. In addition to his hard work and service to the state of Arizona, he has been involved in decorating the Arizona Department of Corrections' bus entered each year in the Parade of Lights Festival, and volunteered in the building of



*Vanessa English*

the Habitat for Humanity House in Arizona.

Administrative Services Officer Shaka Okougbo, selected as the "Outstanding Graduate Student of the Year" by Western International University, achieved a 4.0 in pursuit of a Master's of Business Administration in Management. On June 5<sup>th</sup>, he was honored during the 2000 Commencement Ceremony at the Scottsdale Princess Hotel.

Administrative Assistant III Vanessa English earned her Master's in Business Administration from Arizona State University. English has been with the



*Edward Mendoza*

Arizona Department of Corrections for nine years. She began her career in corrections at the Arizona State Prison Complex-Douglas business office, and has been an administrative assistant in Prison Operations for the past five years.

If you know an employee who has accomplished a similar milestone, please contact *Directions* at (602) 542-3133, or e-mail **Virginia Strankman** at [vstrank@adc.state.az.us](mailto:vstrank@adc.state.az.us). The Department of Corrections recognizes the importance of finishing an education for career enhancement.



Each day Correctional Officer **William Birdsall** approaches and performs his daily duties with enthusiasm.

Birdsall, a Correctional Officer II / Disciplinary Coordinator, has been with the Arizona Department of Corrections for three years. He is responsible for coordinating all discipline for 680 inmates at the Arizona State Prison Complex-Lewis Bachman Unit. Prior to this assignment he worked at ASPC-Perryville's Santa Maria Unit and one year at ASPC-Lewis' Barchey Unit.

## Employee Profile: Officer William Birdsall

In March of 1999, Birdsall received a life saving award from Director **Terry L. Stewart**. He and a fellow officer saved the life of a female inmate who had hung herself in a cell at ASPC-Perryville's Santa Maria Unit.

"Our work as Correctional Officers is important for the safety of the people of Arizona. Arizona Department of Corrections' Officers take pride in what they do. We are among the best trained correctional officers in the country," said Birdsall.

Prior to working at Arizona Department of Corrections, Birdsall spent 13 years working in law enforcement. He was a member of the

San Diego Community College Police Department for 12 years and a detention officer at the Maricopa County Sheriff's Office for one year.

Birdsall is a strong believer and proponent of education. He is currently working towards his A.S. degree in corrections technology, and plays an instrumental role in raising college scholarship funds for the annual ASPC-Lewis Correctional Officer Retention Advocates Buckeye High School Scholarship.

Birdsall is currently an Air Cargo Specialist Supervisor in the United States Air Force Reserves. He has been a member of the reserves since 1980.







